

## **How the Career Lattice was Developed**

The career lattice is based on “real world” data analysis of occupation-to-occupation transitions by Alaska workers as well as extensive analysis of job characteristics data.

Employers in Alaska are required to report the occupations of their employees on their unemployment insurance records—the linchpin of Alaska’s Occupational Database (ODB). This gives Alaska the unique opportunity to track the movements of workers from occupation to occupation over time.

Data from 2001 through 2009 were analyzed to identify the most common paths of advancement or transfer from occupation to occupation. Our analysis of worker movements using the Alaska ODB data was a very effective tool for identifying likely career lattice links. However, any analysis of this type has limitations. The results of this analysis were not used exclusively to determine whether or not to include a career lattice link.

Job characteristics data obtained from O\*NET (Occupation Information Network) were extensively analyzed and used to assess the similarity and relative level of occupations. Analysis of O\*NET data on knowledge, skills, abilities, detailed work activities, tools and technologies, education, training and work experience all contributed to our determinations of what occupations are most related to each other and their relative levels. We also used wage estimate data from the Bureau of Labor Statistics to assess levels.

Similarity and level scores were determined for both the ODB and O\*NET analyses. Analysts reviewed occupation-to-occupation combinations that met minimum thresholds before final selection and placement.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section